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I. LEGISLATION REQUIRED BY THE CENTRAL INTELLIGENCE AGENCY

In seeking to develop the Career Service of the Central Intelligence Agency, a detailed study was made of existing laws in the field of personnel administration to determine their applicability to CIA, and to ascertain what additional legislation should be sought by CIA in order to strengthen its Career Service. The basic requirements in this field, and the supporting data which prompts the recommendations for specific legislation, are set forth in the staff study of the Legislative Task Force which is forwarded herewith. Our subsequent study of these recommendations for proposed legislation for CIA indicated that it would be highly desirable to secure the following legislation:

- a. Additional medical and hospitalization benefits to be provided to CIA employees and their dependents when stationed overseas.
- b. Liberalized civil service retirement benefits providing accelerated retirement credits which will permit retirement at an earlier age than under the Civil Service Retirement Act for CIA employees with overseas service to their credit. Precedent exists for accelerated retirement in investigative positions and would tend to support a credit of 1 1/2 years for each year of overseas service and an additional credit of a 1/2 year for each year of such service at an unhealthful post. However, current government thinking in this field is that such an acceleration will bring about retirement of an employee at an age where he still would have good productive years available for the Government. Therefore, it is believed that current governmental proposals will recommend an increase of retirement annuity percentages from 1 1/2% to 1 3/4% for employees on hazardous service or with stated periods of overseas service but will not accelerate the age of retirement. CIA feels that the benefits of a Career Service should include certain benefits for overseas or hazardous service and, therefore, is prepared to recommend legislation advocating either an accelerated retirement age or an increased annuity percentage for its employees.
- c. Current accumulations of statutory annual leave are not sufficient to provide adequate leave between tours of duty overseas and still permit adequate annual leave to employees during their tours abroad. It is our considered

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In addition to the above, it is suggested that there should be a reallocation of the positions of the Director and Deputy Director of Central Intelligence in the official governmental structure as established by the Executive Pay Act of 1949 (P. L. 359 - 81st Congress). This should change the position of Director of Central Intelligence to a position equivalent to that of the Deputy Secretary of Defense and the Chairman of the Atomic Energy Commission, and raise the position of the Deputy Director of Central Intelligence from that of GS-18 to a position equivalent to an Under Secretary of a Government Department. In addition, authority similar to that granted in the Atomic Energy Act of 1954 which authorizes the establishment of not exceeding ten divisions, each to be headed by a Director, should be given for the six principal assistants to the Director. These six statutory positions would be allocated to the positions presently designated as Deputy Director for Plans, Deputy Director for Intelligence, Deputy Director for Administration, Special Assistant for Plans and Coordination, Inspector General, and General Counsel. It should be noted in the case of the General Counsel that many agencies have the position of the principal legal officer established by statute with appropriated compensation in excess of the General Schedule. This has been continued by recent statutory actions placing the position of General Counsel of the Departments of Defense and Commerce, and the Legal Advisor of the Department of State at the Assistant Secretary level. It is felt that this statutory reallocation of Central Intelligence Agency positions will serve to place them at a level commensurate with their responsibilities.

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